# How To Get A Job

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peter cappelli wharton management professor and director of wharton s center for human resources debunks the arguments

and exposes the real reasons good people can t get hired named one of hr magazine s top 20 most influential thinkers of 2011 cappelli points the way forward to rev america s job engine again

based on seven years of research this lively handbook examines innovative theories of motivation and new styles of leadership for a generation disenchanted with standard hierarchical roles

what are employers really looking for it s not what you think more people than ever are applying for the same few jobs surfing job boards and submitting a dozen résumés a day just doesn t work the 6 reasons you II get the job shows you exactly how to tailor your pitch and stand out from the crowd so that you get hired talent alone will not get you the job the short list of candidates all have the ability to do the work so what makes the difference whether employers know it or not intuitively they are always looking for a candidate who meets or exceeds each of six qualities presentation ability dependability motivation attitude network these qualities may sound familiar but you II be surprised at how employers judge them you II discover how to promote these six qualities to your advantage so employers take notice you II also learn proven strategies for finding jobs in the hidden market while your competition is still waiting by the phone by mastering a few simple often overlooked techniques you II get noticed by the person who has the power to hire you now

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the amazing e commerce success story that provides a powerful new growth model for small business start ups and grassroots entrepreneurs one of the world s fastest growing internet companies alibaba and its founder jack ma have inspired a generation of young chinese not just as a road map to riches but as a lesson in entrepreneurial individualism this illuminating guide takes readers inside this global giant of e commerce and shows entrepreneurs how to build their own businesses from a

grassroots vision to a world class operation using alibaba s incredible success as a case study the book identifies the driving forces behind job growth innovation and sustainability in the digital age it shows small business owners how to unleash their entrepreneurial spirit realize their grassroots ambitions and use technology driven platforms to grow their companies across multiple markets the alibaba way offers a proven way to survive and thrive the first book length case study of the alibaba phenomenon alibaba is receiving incredible positive coverage in the media its ipo is likely to be the largest in the us and one of the largest in the world dr lowry is an expert in chinese economics with experience in american markets dr ying lowrey is an economics professor at the school of social sciences tsinghua university and deputy director of tsinghua research center for chinese entrepreneurs

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getting hired just got easier you are about to discover everything you need to know about job applications and how to make them work starting on sunday and going through to saturday you will learn the stages of a job application step by step so you build up a picture of what it takes to be successful for many job applicants what goes on behind employers closed doors remains a hidden world but by saturday you will have taught yourself how job applications are processed what employers look for when they make up interview lists and then from the candidates they interview who to shortlist and who to offer the job to after considering what employers want and how you could meet their needs you will be able to formulate a plan for what needs to go into your cv what you need to put in your cover letters and what you need to say about yourself on application forms you will discover how to measure up the competition and how to make sure your name and not someone else s is on the interview list you will also discover the importance of getting the right messages across in interviews and what the right messages are you will learn how to dictate the interview agenda to keep it on familiar territory where the best parts of your application will come out you will learn to handle tough interview questions and to see what s behind them and what answers will impress the interviewer most once you ve been shortlisted you II discover how to steer your application over the

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